

UUC Board of Trustees Meeting
Tuesday, Sept 13, 2022 | 6:30-8:30 PM

Held via Zoom

Board of Trustees Attendance:

Valerie Hsu, Executive Director
Jenny Afkinich, President
Melissa Affolter, First Vice President
Laurie Coltri, Second Vice President
Kevin Mercer, Treasurer
Sarah Basehart, Member at Large
Chris Crandell, Member at Large

Guests – John Guy, Jennie Fitzpatrick

AGENDA

- Opening Words and Chalice Lighting —Kevin Mercer

One night Freddie said the stars made him feel small. The Boys' constellation knowledge stalled after the Dippers and the Belt, but you didn't have to know what something was called to know how it made you feel and looking at the stars didn't make Carney feel small or insignificant, the stars made him feel recognized. They had their place and he had his. We all have our station in life – people, stars, cities – and even if no one looked after Carney and no one suspected him capable of much at all, he was going to make himself into something.

From *Harlem Shuffle* by Colson Whitehead

- Spiritual Practice —Melissa Affolter. Melissa led the Board in a discussion of chapter two of *Mistakes and Miracles - Congregations on the Road to Multiculturalism* by Nancy Palmer Jones and Karin Lin. This book is UUA's common read for this year.

Chapter two presents common threads for congregations building a beloved community: Intentionality; Relationships; Leadership that is diverse, committed, and collaborative; Education for multicultural competencies and antiracism; Institutional structures that support the multicultural, antiracist mission; Multicultural is multigenerational; Worship that speaks to the heart and that centers diverse voices, styles, and cultures; Social justice and community engagement; Adaptability and entrepreneurship; A willingness to take risks and to feel uncomfortable; Patience, perseverance, courage, and humility; A palpable aliveness and love.

Board engaged on two discussion questions – Which common threads surprise or intrigue you in the list? Which common threads are already

weaving through the work of our congregation and which ones could use our attention, research, and/or intentionality?

Board members thought we are doing well on many of the common threads, and that some seem obvious for the work. Highlights of important themes, included: the work is not linear and that we will have periods of confusion and clarity, mistakes and miracles. Acknowledging this uneven, ebb and flow reality was somewhat reassuring and an important point to remember.

Being more comfortable with conflict and risk taking were often cited as threads needing more attention. We need to be able to embrace conflict and use it as the mulch for growth and be more accepting of being uncomfortable with both conflict and risk taking, while seeking and recognizing joy on the journey.

- Consent Agenda
 - Board of Trustees Meeting Minutes – August 8, 2022, Approved as amended
 - Incidentals Report – September 2022
 - Treasurer's Report – July 2022

Approved by unanimous consent

- Old Business
- Treasurer's Minute—Kevin Mercer. Provided by email before meeting
- Priorities versus Projects as Board's Role and Focus

Jenny Afkinich expressed a goal of having the Board decrease the emphasis on Congregational projects and Board committees to focus more on Broader Congregational priorities.

Specific discussion centered around four enabling action groups formed at the Group Relations Workshop and what, if any, role the Board should consider in working with these groups.

Covenant on Right Relations: Tentative plan is for Jenny and Kevin to liaise with Group leads – Charles (Scotty) Scott and Robin Hessey, who are leading efforts to develop a covenant for Congregational consideration at this year's annual meeting.

Vision, Mission, and Congregational Covenant: Tentative plan is for Jenny and Kevin to liaise with Group leads.

Governance Process: The group is planning biweekly meetings for the next two years to thoroughly review UUCG Governance processes and documents, including rewriting the Congregational bylaws. Jenny recommended that the Board not establish a liaison relationship with this

group; but as needed, invite representatives to Board meetings to introduce items requiring a Board vote.

Ombuds Group: Jenny recommended that the Board not establish a liaison relationship with this group.

Discussion –

Board members mentioned that since the Board initiated the Trust and Reconciliation Committee and the Group Relations Workshop Committee, the Board has some ownership interest in the work. Additionally, we could establish charters for some of the groups, similar to charters for past groups. Some agreement was expressed that not all enabling action groups likely need Board involvement.

Suspended discussion pending having Board members attend the next Governance work group meeting and report back.

- Group Relations Workshop Facilitators' Report —Jennie Fitzpatrick.

Jennie provided a brief summary of the Group Relations Workshop facilitators' report and asked the Board to affirm and support the report recommendations. In addition, she asked that the Board publish the report and supporting documentation.

Board members expressed support for publishing the report, but perhaps not all of the supporting material - specifically the evaluation comments from the workshop, since they are potentially identifiable to individuals. Several members also asked for an opportunity to meet with the facilitators to answer some questions, and a session will be set up soon for the Board to meet with the facilitators.

- Ombuds Group - Jenny Afkinich led the Board in a discussion of possible name and roles for this process. Instead of an Ombuds, the work could become a ministry on conflict management, likely nested within the Right Relations Ministry. Goal is to find a less adversarial framing.

Board members also discussed what if any role the Board and/or the Executive team should have in the oversight and possibly operation of the work.

Discussion was suspended pending a review of an outline for the process and possible issues that Laurie will share with the Board.

- Upcoming
 - Caring Congregation Workshop Saturday - Oct 8
 - Board of Trustees meeting Tuesday - Nov. 8

- Closing Words — Melissa Affolter

Fall has always been my favorite season. The time when everything bursts with its last beauty, as if nature has been saving up all year for the grand finale.

Lauren DeStefano